

# National Origin Discrimination

## *Has this happened to you?*

- ◆ **Employment Decisions**  
Title VII prohibits any employment decision, including recruitment, hiring, and firing or layoffs, based on national origin.
- ◆ **Harassment**  
Title VII prohibits offensive conduct, such as ethnic slurs, that creates a hostile work environment based on national origin. Employers are required to take appropriate steps to prevent and correct unlawful harassment. Likewise, employees are responsible for reporting harassment at an early stage to prevent its escalation.
- ◆ **Language**
  - Accent discrimination  
An employer may not base a decision on an employee's foreign accent unless the accent materially interferes with job performance.
  - English fluency  
A fluency requirement is only permissible if required for the effective performance of the position for which it is imposed.
  - English-only rules  
English-only rules must be adopted for nondiscriminatory reasons. An English-only rule may be used if it is needed to promote to the safe or efficient operation of the employer's business.

National origin discrimination means treating someone less favorably because he or she comes from a particular place, because of his or her ethnicity or accent, or because it is believed that he or she has a particular ethnic background. National origin discrimination also means treating someone less favorable at work because of marriage or other association with someone of a particular nationality.

Metro Human Relations Commission is governed by Ordinance 2003-1312 § 1, 2003 chapter 11.20.010, it is an unlawful practice for an employer/ employment agency to refuse to hire or discharge any individual or otherwise to discriminate against an individual in respect to compensation, terms, or conditions or privileges of employment because of an individual's national origin.

***Contact us, we can help!***



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